

GSA: WOMEN IN THE SEMICONDUCTOR INDUSTRY

A GSA and Accenture Collaboration

2019 Survey Brief Results

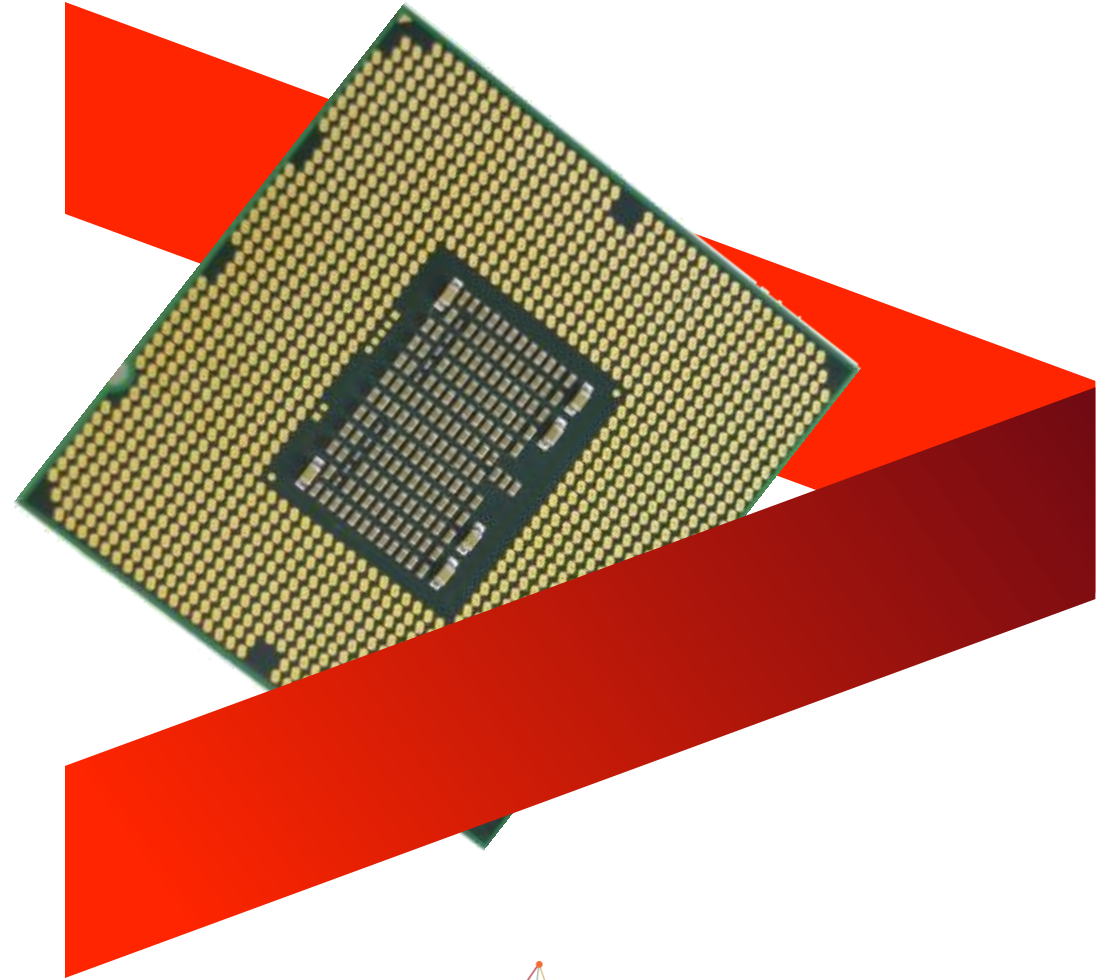


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INTRODUCTION AND SUMMARY

Introduction to GSA Women's Leadership Initiative (WLI) and 2019 Survey Analysis

- GSA WLI Mission Statement and Objectives
- 2019 Survey Trends and Observations

SURVEY HIGHLIGHTS

Cross-Sectional View of Key Survey Highlights

- Breakout of key survey themes and results by company revenue size and / or geography
- Insight into current industry practices

APPENDIX

Raw Survey Results

GSA WOMEN'S LEADERSHIP INITIATIVE

Starting in 2019, GSA conducted a study of gender equality in the semiconductor industry, measuring statistics of gender representation throughout all functions and ranks. With plans to repeat the study annually, GSA intends to educate audiences on the current status along with practices that endeavor to close the gender gap. Over the years, GSA hopes to demonstrate progress in the industry, as well as highlight key successes and challenges.

“ *Apply the spirit of Moore's Law which catapulted innovation by doubling the performance of electronics to double the number of women in leadership roles in the industry, double the capital dedicated to women-led start-ups and double the number of STEM-focused female candidates joining the industry.* ”



2019 SURVEY STATISTICS

27

**SURVEY QUESTIONS
ASKED**

108

**UNIQUE SURVEY
RESPONSES**

100%

**REPRESENTATION ACROSS
VALUE CHAIN**

3:1

**RATIO OF <\$1B REVENUE
COMPANIES TO \$1B≤
REVENUE COMPANIES**

Note: Respondents were not obligated to answer each question therefore total response pool may not be represented in every question

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2019 SURVEY TRENDS

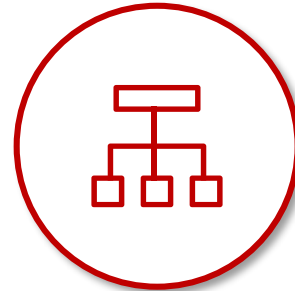
Conducted in 2019, this survey generated results that underscore the significant underrepresentation of females in the Semiconductor industry with gender inequality highest in leadership and technical roles



WOMEN IN SEMI

“Room to Improve”

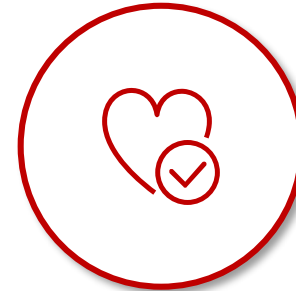
Women only represent about **10-25% of the workforce** in the semiconductor industry, with recruiting underpinning this ratio.



WOMEN IN SEMI LEADERSHIP

“The Highs Have Lows”

While larger companies tend to have better representation of women in leadership, the majority of companies still have **≤ 1% of women in director roles and above**.



BENEFITS AND PROGRAMS

“Mature vs. Modern”

The semiconductor industry is dedicated to nurturing its workforce and providing the most common programs, such as flexible scheduling and maternity leave; however, **few companies invest in more progressive programs**.

WOMEN IN THE SEMICONDUCTOR INDUSTRY

10-25%

Women represent 10-25% of the semiconductor workforce across all roles and functions.

Recruiting efforts at semiconductor companies continue to underscore this trend, with hiring pipelines tepid at 10-25%.





WOMEN IN SEMICONDUCTOR LEADERSHIP

≤ 1%

While larger companies fare better than smaller companies, leadership roles (both technical and non-technical) present fewer women as a whole.

The majority of companies surveyed reported that women represented ≤ 1% of the population at director roles and above.

10-25%

Performance review and promotion rates are higher in larger companies, with 10-25% of technical role promotions going to women.

BENEFITS AND PROGRAMS

DEDICATION TO DEVELOPMENT

The semiconductor industry demonstrates a strong intent to nurture its workforce and improve diversity and inclusion by offering career development opportunities and enabling the pursuit of higher education.



OPPORTUNITIES IN THE NEW

Mature programs, such as paid time off, flexible work schedules, and paid maternity leave proved to be the most commonly offered benefits.

With only a handful of companies able to invest in more modern benefits, progressive programs, such as fertility benefits and childcare assistance, have not reached scale yet.

SEMICONDUCTOR RESPONSE POPULATION

Participants access aggregate demographics, including:

- Respondent Headquarters Location
- Company Size By Annual Revenue
- Company Size By Headcount
- Respondent Company Type

WOMEN IN THE SEMICONDUCTOR INDUSTRY

Participants access aggregate results, including:

- Global Workforce in All Roles vs. Technical Roles
- New Hires in All Roles vs. Technical Roles
- Female Technical Employees Employed:
 - < 2 years
 - 2-5 years
 - 5+ years
- Attrition of Female Technical Employees
- Retention of Females in Technical Roles

WOMEN IN SEMICONDUCTOR LEADERSHIP

Participants access aggregate leadership and promotion results, including:

- Percent of Women in All Roles vs. Technical Roles:
 - Individual Contributors
 - Managers
 - Directors
 - Vice Presidents
 - Executives
 - Board of Directors
- Promotions of Women in Technical Roles:
 - Overall
 - Managers
 - Directors
 - Vice Presidents

BENEFITS AND PROGRAMS

Participants access aggregate benefits and programs results, including:

- By Region
- By Annual Revenue

CONNECT WITH GSA

To learn more, visit us at the [GSA Women's Leadership Initiative](#).

To participate, please email Jessica Mueller at jmueller@gsaglobal.org.

